

ADS Mandatory Reference: 452
ADS Supplementary Reference: N/A
File Name: DRCD 8\54253m

ORDER ON RETENTION REGISTER

The names of competing employees are listed on a retention register in the following order:

- By Tenure Group. Tenure group I is first, followed by tenure group II, and then tenure group III;
- Within Each Tenure Group, by Veteran Preference Subgroup. Subgroup AD is first, followed by subgroup A, and then subgroup B;
- Within Each Subgroup, By Years of Service Which Includes Performance Credit. The employee with the earliest service date is entered first.

1. Competitive Service

Tenure Group I.	Employees serving under career appointments who have completed probation or who are not required to serve a probationary period.
Subgroup AD	Employees entitled to veteran preference with compensable service-connected disabilities of 30% or more.
Subgroup A	Employees entitled to veteran preference who are not in subgroup AD.
Subgroup B	Employees not entitled to veteran preference.
Tenure Group II.	Employees serving a probationary period and career-conditional employees.
Subgroup AD	Employees entitled to veteran preference with compensable service-connected disabilities of 30% or more.
Subgroup A	Employees entitled to veteran preference who are not in subgroup AD.
Subgroup B	Employees not entitled to veteran preference.
Tenure Group III.	Employees serving under indefinite appointments, temporary appointments pending establishment of registers (TAPER), term appointments, or under any other non-status, non-temporary appointments.

Subgroup AD	Employees entitled to veteran preference with compensable service-connected disabilities of 30% or more.
Subgroup A	Employees entitled to veteran preference who are not in subgroup AD.
Subgroup B	Employees not entitled to veteran preference.

2. Excepted Service

Tenure Group I.	Permanent employees whose appointments carry no restriction or condition such as conditional, indefinite, or specific time limit, or trial period.
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Subgroup AD	Employees entitled to veteran preference with compensable service-connected disabilities of 30% or more.
Subgroup A	Employees entitled to veteran preference who are not in subgroup AD.
Subgroup B	Employees not entitled to veteran preference.

Tenure Group II.	Employees serving a trial period, or whose tenure is equivalent to a career-conditional appointment in the competitive service.
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Subgroup AD	Employees entitled to veteran preference with compensable service-connected disabilities of 30% or more.
Subgroup A	Employees entitled to veteran preference who are not in subgroup AD.
Subgroup B	Employees not entitled to veteran preference.

Tenure Group III	Employees whose tenure is indefinite (i.e., without specific time limit) but not actually or potentially permanent; whose appointment has a specific time limitation of more than one year; or who is currently employed under a temporary appointment limited to one year or less, but who has completed one year of current continuous service under a temporary appointment with no break in service of one workday or more.
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Subgroup AD	Employees entitled to veteran preference with compensable service-connected disabilities of 30% or more.
Subgroup A	Employees entitled to veteran preference who are not in subgroup AD.
Subgroup B	Employees not entitled to veteran preference.